

Our Mission & Beliefs

Integrated Project Management Company, Inc. (IPM) exists to provide a very specific service -- project management leadership -- to life sciences, food and beverage, consumer products, industrial products, and healthcare industries. This leadership is applied to fulfilling tactical and strategic objectives, and is witnessed through the disciplined application of project management protocol, a Requirements Based Activities© approach, and premier technical and managerial talents. The logical integration of these factors produces tailored and innovative best solutions, systems, and practices. **Combined with a passion for excellence, honest and ethical conduct, and uncompromising integrity, IPM achieves high-quality results and consistently meets its commitments to its clients.**

IPM derives its competitive advantage from its values-driven, self-motivated, and highly skilled employees: its most important asset. Hence, IPM must ensure that employees are challenged, provided continual opportunities for growth, and treated fairly with respect and dignity. Performance feedback must be honest, objective, and timely, and serve to develop employees to the full extent of their potential and aspirations. Personnel development must be well-structured and optimized by melding the wisdom of experience with the energy of ambition. In consideration of the employees' commitment to the Company, IPM will share its financial successes, foster a caring environment, employ compassion in addressing personal and family needs, and provide equitable compensation based on performance, loyalty, team contributions, and market value.

It is the Company's intent to maximize job security and to involve all employees in achieving this goal. IPM's future will be well-defined and planned, and must consider long-term market viability, socio-economic trends, and lessons learned. **The Company's culture must, in a disciplined yet motivating fashion, forever embrace continuous improvement and teamwork and defy complacency in any form.**

Beyond responsibility to its employees and customers, **IPM must influence the economic and political future of this country to preserve the positive elements of free enterprise.** In satisfying this crucial commitment to society, IPM will pursue every avenue to influence the business community by educating others on the value of analytical decision-making and proper planning. **Planning is the key to success.** To the full extent of its means, the Company will support education and strive to continually improve standards. **Education is an integral part of economic survival.** IPM will participate in community affairs and lobby for government programs that will bolster American business competitiveness, promote ethical practices, and provide opportunities for all who strive to improve the quality of their lives.

IPM's Mission is honored each time a client's expectations are exceeded, each time an employee achieves his or her dreams, each time IPM earns an employee's loyalty, and each time the Company's efforts positively influence our society and the world in which we live.



A handwritten signature in black ink that reads "C. Richard Panico". The signature is written in a cursive style with a large, prominent initial "C".

C. Richard Panico
President